

# Mergers & Acquisitions

Positioning the right people in the right roles after completing a merger and acquisition is arguably the most important component of a successful integration. Who is best equipped to take on leadership positions in your new organization? In what role are they best suited? Mergers and acquisitions can fail as a result of an inadequate or insufficient process that doesn't include:

- Objective, data-driven decisions around the deployment of the right talent in the right positions.
- Measuring of the qualifications and cultural fit of top leaders at both companies to determine their respective roles in the newly combined organization.
- A clear picture of who possesses the skills necessary for the integrated organization to prosper over the longer term, and who doesn't.
- Insight into the skills, knowledge and critical thinking required for future success.
- Selecting a well-rounded team capable of leading on organization through change.

## Building Your Future High-Performing Leadership Team

Companies must assess its human capital with the same rigor that applies to the assessment of inventories, financial statements, and other important assets. In most cases, the acquiring company knows little about the leadership talent coming aboard, or lacks a data-driven process to inform effective decision-making about future roles.

Designing the blueprint for the future must take into account which leadership talent will be given the role to shape and execute that blueprint. To gain this critical insight, organizations must use a data-driven approach that is proven to better identify the right leadership for the right positions.

### After working with XBI Insight, our clients are now able to:

- Build high-performing executive teams, equipped with the right skills and values to lead the new organization
- Achieve deep insight into the depth of the leadership bench, and ongoing development strategies.
- Accelerate assimilation and productivity in the first weeks and months post-integration.
- Analyze and align cultural fit and attributes among key leadership, critical to future success.

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### CLARIFY BUSINESS OBJECTIVES

Identify the objectives of the new organization so that leadership talent can be measured against their abilities to meet those expectations.



### DEFINE SUCCESS CRITERIA

Define the success criteria required by the business objectives, such as critical thinking skills, culture/values, and leadership ability.



### ASSESS TALENT POOL

Benchmark and identify the critical thinking skills, culture/values of successful leaders.



### REVIEW & DECISION MAKING

Benchmark and identify the critical thinking skills, culture/values of successful leaders.



### ONBOARD & TRANSITION

Armed with the data on key talent, decision-makers will have the information needed to select the best person for each position.



### BUILD SUCCESSION PIPELINE

Continue to leverage data to build a strategic process to identify and cultivate a robust leadership pipeline.